



CENTRAL INTELLIGENCE AGENCY

Office of Congressional Affairs

Washington, D.C. 20505

Telephone: 482-6136

10 September 86

TO: Mr. David S. Addington, Staff Counsel
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

OCA 86-3048

Dave:

Per our telephone conversation, enclosed
is a copy of our response to OMB on the
Jefford's amendment.

Sincerely,



Legislation Division
Office of Congressional Affairs

Enclosure

FORM 1533
2-86 OBSOLETE
PREVIOUS
EDITIONS.

(40)

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OCA/LEG: [Redacted] pap (11 Sept 86)



Washington, D.C. 20505

OCA 86-2988

08 SEP 1986

Mr. James Frey
Assistant Director for
Legislative Reference
Office of Management and Budget
Washington, D.C. 20503

Dear Mr. Frey:

This is in response to your request of 7 August for the views of the Central Intelligence Agency (CIA) on a proposed amendment to H.R. 4151 by Congressman Jeffords that would repeal the requirement in various statutes, including the Central Intelligence Agency Retirement Disability System (CIARDS), mandating retirement at certain specified ages. The proposal is contained in a letter from Congressman Jeffords to the Office of Personnel Management (OPM). The CIA opposes this amendment for the reasons stated below, and we recommend that OPM inform Congressman Jeffords that enactment of his amendment would be contrary to Administration policy.

Elimination of the mandatory retirement features of CIARDS would significantly impair the Agency's ability to maintain the young and vigorous work force needed to carry out the mentally and physically arduous and stressful tasks inherent in the intelligence mission. The need for a young work force is illustrated by the fact that after age 50 nearly half of our employees are not eligible for full service medical clearances. Were we to include those who cannot travel due to family medical constraints, the figure would be even higher. Thus, the personnel management flexibility afforded to the Director of Central Intelligence by the mandatory retirement provisions of CIARDS is an essential tool in ensuring that the Agency's overseas cadre is composed of those people who can best carry out the intelligence mission.

Congressional recognition of the need to maintain a young and vigorous intelligence cadre was reflected in the recent amendment to the CIA Retirement Act, which applies to post-1983 "CIARDS-type" employees under the new Federal Employees' Retirement System (FERS), the same mandatory retirement provisions as apply to pre-1984 CIARDS employees. Furthermore, it must be noted that the preferential retirement annuity computation rates for "old" and "new" CIARDS participants are premised on, and reflect the necessity for, earlier retirement whether voluntary (i.e., with the Director's consent) or mandatory (i.e., at the Director's direction), for those employees who perform the demanding duties required to earn designation as a CIARDS (or Federal Retirement System special category) participant.

STAT Because the repeal of the mandatory retirement features of CIARDS would have a substantial adverse impact on the Agency's personnel system, we would urge that any response to Congressman Jeffords by OPM be fully coordinated with the Agency. If you have any further questions regarding our position on this matter, please contact [redacted] of my staff at [redacted]

Sincerely,

/s/ David D. Gries

David D. Gries
Director of Congressional Affairs

Central Intelligence Agency



Washington, D.C. 20505

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Assistant Director for
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/s/ David D. Gries

David D. Gries
Director of Congressional Affairs

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OCA/Leg [] (5 September 1986)

STAT